



Personnel Services Delivery Redesign (PSDR): HR Functions at Brigade and Battalion



March 2007



Why are we executing more HR missions at BN/BDE level?



- ▶ Transformed Army is Brigade-centric
 - BCT/Bdes require embedded capabilities
 - BCT of 3600 Soldiers is the support benchmark
- ▶ Loss of PSB/PERSCOM structure requires shift in missions and resources
- ▶ HR resources allocation to BN/BDE is in line with the decentralized, S-1 centric support



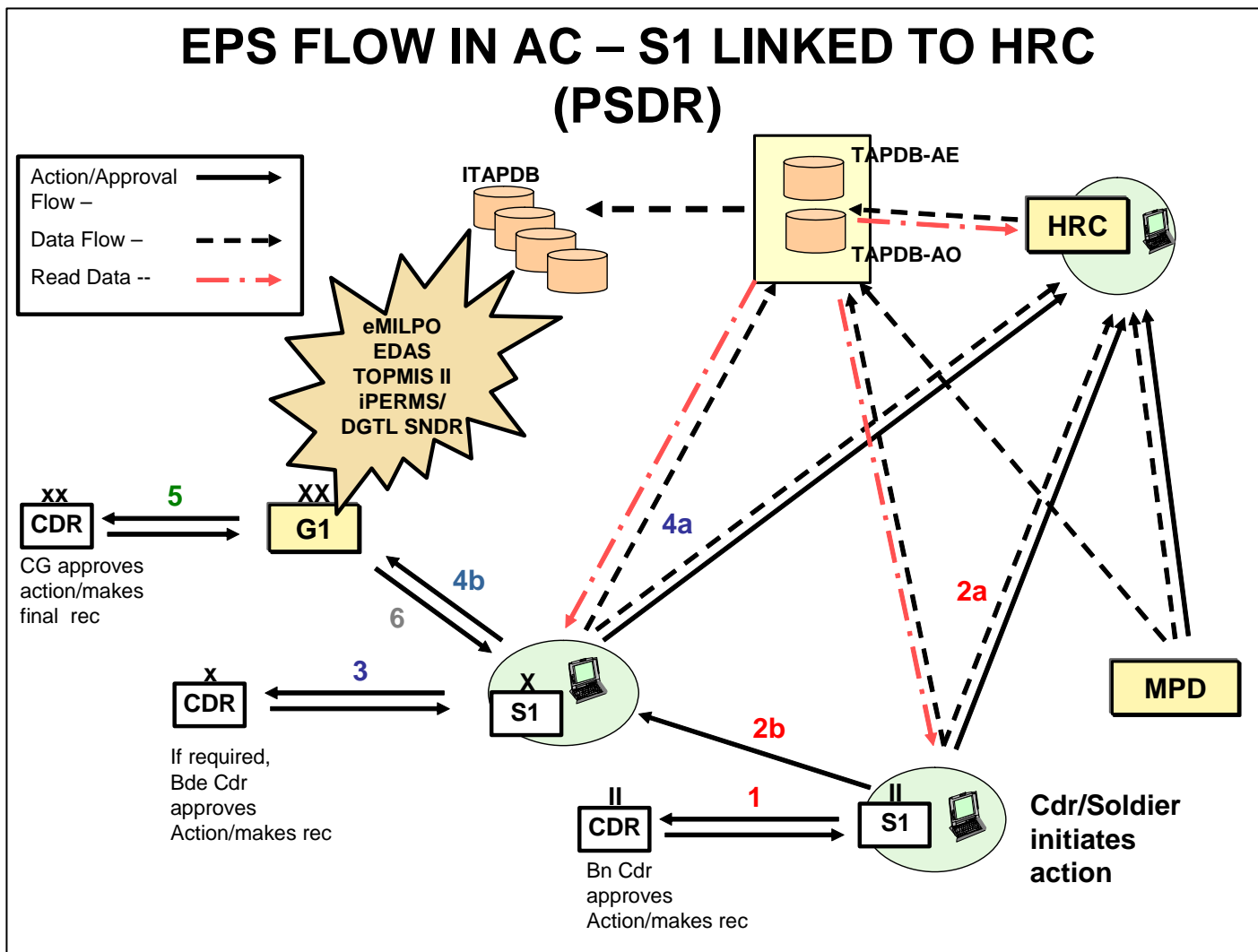
HR Support Rules-of-Thumb



- ▶ HR support is now **S1/G1 centric**
 - Resource priority to S1 sections
 - Developmental assignments are in S-1 sections
- ▶ Who :
 - Task performed deployed **and** in garrison **S-1 Section**
 - Task performed **only** deployed: **SRC 12 HR Structure**
 - Task performed only in **garrison**: **MPD (IMCOM)**



Battalion and Brigade HR Operations: Similarities and Differences





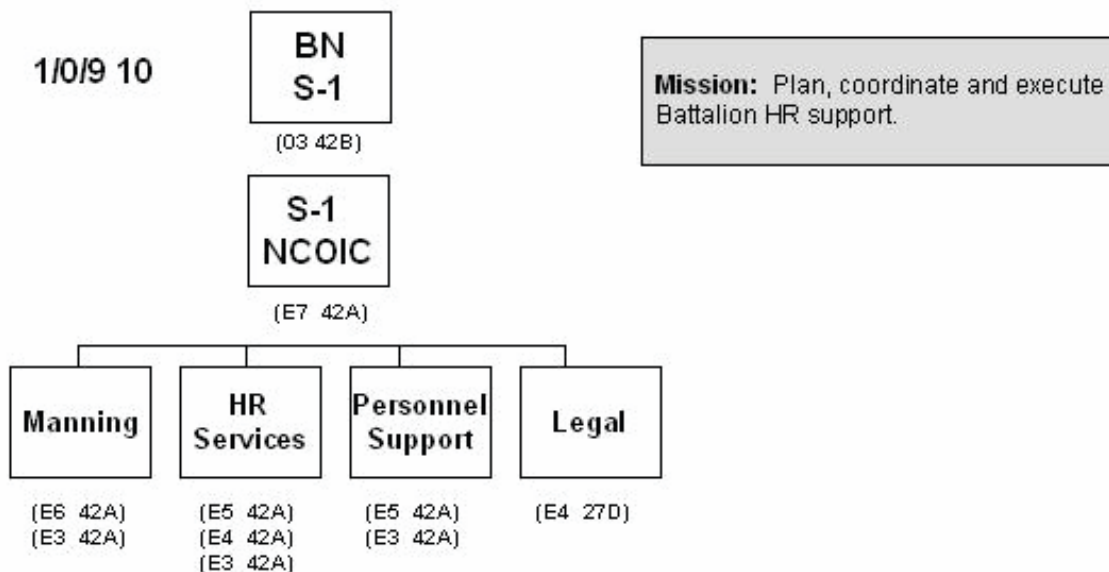
Transformed BN/BDE S-1 Organizations



- ▶ Decentralize HR Operations to embed support in units
 - S-1 sections perform PRM, PASR, PIM, EPS, MWR, HR Planning and Operations core competencies
 - EPS linked to approval-level S-1/G-1 and then direct to database/HRC
 - Expanded PRM (Strength Management) role (supports ARFORGEN/LCM)
- ▶ Professionalize S-1 sections
 - WO/MSG at BCT/BDE S-1 Sections
 - AG Officers in BN S1 positions
 - 2 x 42F in every BCT/BDE S-1
- ▶ Link BCT/BDE S-1 Sections direct to HRC
 - Expand systems access
 - DMSL management from HRC direct to BCT/BDEs
- ▶ Connectivity/Bandwidth is the pacing item
 - Establish VSAT/CAISI NIPR network
 - Connectivity allows full capability while deployed
 - S1s must locate where there is connectivity – NIPR/SIPR
- ▶ Defines HR task responsibility – S-1/G-1 vs MPD



Organizational Design - Battalion S-1 Section (Example)



CAPABILITIES

The battalion S-1 section is a multifunctional organization that provides personnel support to the battalion to include personnel readiness management, personnel accounting and strength reporting, casualty operations management, R5 operations management, personnel information management, personnel data management, postal operations management, MWR support, HR planning, and essential personnel services. Bn S1 section size determined by MARC rules and supported population. PSDR conversion adds 2 Soldiers: 1 x 42A10, 1 x 42A20.



Organizational Design - Brigade S-1 Section (Example)

2/1/10/13

**BDE
S-1**

(04 43A)
(W2 420A)
(E8 42A)

Mission: Plan, coordinate and execute
Brigade/BCT HR support.

**Personnel
Readiness
Team**

(02 42B)
(E6 42A)
(E5 42F)
(E4 42A)

**HR
Services
Team**

(E6 42A)
(E5 42A)
(E5 42A)
(E4 42F)
(E4 42A)
(E4 42A)

CAPABILITIES

The battalion S-1 section is a multifunctional organization that provides personnel support to the Brigade/BCT to include personnel readiness management, personnel accounting and strength reporting, casualty operations management, R5 operations management, personnel information management, postal operations management, MWR support, HR planning and operations, and essential personnel services.



Common Functions in BN/BDE S-1 Sections



- ▶ Plan, direct and manage HR core competencies.
- ▶ Coordinate all aspects of force health protection, military pay, religious, legal, and command information support within the Battalion. Ensure activities support tactical plans, their branches and sequels, and the commander's desired end-state.
- ▶ Prepare personnel estimates and annexes to plans.
- ▶ Provide oversight for internal Army Records Information Management System (ARIMS) compliance.
- ▶ Provide or coordinate forms and publications management, official mail distribution, Privacy Act and
- ▶ Freedom of Information Act inquiries, and Congressional Inquiries (CI) within the BN/BDE headquarters and subordinate units.



Common Functions in BN/BDE S-1 Sections (cont'd)



- ▶ Establish and document BN/BDE HR policies and standing operating procedures (SOP).
- ▶ Coordinate with higher headquarters to obtain external HR support.
- ▶ Coordinate essential personnel services as directed for all assigned or attached personnel.
- ▶ Coordinate legal support of certain personnel activities to include service transfers and discharges, line of duty investigations, conscientious objector processing, summary court officer appointments, and military justice.
- ▶ Coordinate command interest programs as directed; e.g. voting assistance program, CFC, AER, community support programs, etc.



Unique Functions



► Battalion

- Maintain accountability of all assigned, attached, or other personnel who deploy with the battalion
- Ensure timely personnel accounting and strength reporting is conducted in compliance with all local, theater, and Army policies

► Brigade

- Manages the personnel strength of the Brigade/BCT and all subordinate units.
- Manages the assigned strength Distribution Management Sub-Level (DMSL).
- Perform PAS management for the Brigade/BCT.
- Serves as the personnel records custodian for the Military Personnel File (MPF).
- Performs limited HR support functions other S-1 Sections cannot perform such as records management, casualty information processing, data reconciliation, systems administration, strength management and production of ID cards.